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9 March 1964

MEMORANDUM FOR: Director of Personnel

SUBJECT : Professional and JOT Recruiting

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1. As we understand the figures supplied us by Mr. [REDACTED] on professionals and JOTS who entered on duty in the 18-month period ending 31 December 1963, the sources were as follows:

Field Recruiters (exclusive of the Washington Recruitment Office)

Professionals - 339

JOTS - 85

2. Of the professionals and JOTS produced by the field recruiters, about 73 percent were produced by 10 recruiters in this order:

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	<u>Professionals</u>	<u>JOTS</u>
[REDACTED]	57	17
[REDACTED]	36	13
[REDACTED]	24	8
[REDACTED]	28	4
[REDACTED]	24	5
[REDACTED]	20	4
[REDACTED]	17	4
[REDACTED]	17	4
[REDACTED]	15	5
[REDACTED]	8	9
	TOTAL - 246	73

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3. Seven other professional recruiters were responsible for about 7 percent of the professionals and JOTS who were entered on duty through the field recruiting machinery for this period as follows:

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Excluded from automatic downgrading and declassification

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	<u>Professionals</u>	<u>JOTS</u>
	12	0
	5	3
	7	0
	1	0
	0	0
	0	0
	<u>0</u>	<u>0</u>
TOTAL -	25	3

4. We understand that many of these last seven recruiters joined CIA in 1963 and had less than a year to get organized and to produce and that the last few months of calendar year 1963 were somewhat difficult because of ceiling problems.

5. Other Sources

	<u>Professionals</u>	<u>JOTS</u>
Mail-Ins	4	2
Conversion from Agent to Staff Status	1	0
Referred by Former Employers	20	2
Other CIA Components	244	36
Referred by Other CIA Components	2	0
Front Office	3	0
Conversion from Military to Staff Status	2	1
Washington Recruitment Office	63	17
Source Not Identified	<u>29</u>	<u>2</u>
TOTAL -	368	60

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6. Does this mean that "Other CIA Sources" including the Washington Recruitment Office produced more professionals than the field recruiters and about 75 percent as many JOTS, or are there other factors which don't emerge from the statistics which need further explanation?

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